

# Comparisons of Job Characteristics

**Focus Occupation:** Home Health Aides (31-1011)

**Associated Occupation:** Rehabilitation Counselors (21-1015)

Compare Knowledge

Compare Skills

Compare Abilities

Compare Detailed Work Activities

Compare Tools and Technologies

<<	Focus occupation element is much lower
<	Focus occupation element is lower
0	Focus occupation element is at a similar level
>	Focus occupation element is at a higher level
>>	Focus occupation element is at a much higher level

## Knowledge

Similarity of Focus Occupation to Associated Occupation: 85

**Focus Occupation:** Home Health Aides (31-1011)  
**Associated Occupation:** Rehabilitation Counselors (21-1015)

Associated Occupation's Key Knowledge Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Psychology	6.4	20.8	13.2	<<	Extensive education and/or training may be required
Therapy and Counseling	3.8	16.6	7.6	<<	Extensive education and/or training may be required
Education and Training	9.2	14.7	8.4	<<	Extensive education and/or training may be required
Personnel and Human Resources	5.6	9.8	6.2	<<	Extensive education and/or training may be required
Philosophy and Theology	3.2	6.6	5.7	<	Expanded education and/or training may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

## Skills

Similarity of Focus Occupation to Associated Occupation: 79

**Focus Occupation:** Home Health Aides (31-1011)  
**Associated Occupation:** Rehabilitation Counselors (21-1015)

Associated Occupation's Key Skills Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating		Evaluation of Focus Occupation
Social Perceptiveness	9.1	14.4	10.6	<<	Extensive development of skills in this area may be required
Monitoring	9.9	12.6	10.2	<	A higher skill level may be required
Coordination	9.1	12.0	9.0	<<	Extensive development of skills in this area may be required
Service Orientation	7.9	11.5	10.7	0	Current skill level may be sufficient
Systems Analysis	6.5	11.4	3.9	<<	Extensive development of skills in this area may be required

Operations Analysis	5.0	10.7	1.0	<<	Extensive development of skills in this area may be required
Systems Evaluation	6.4	9.7	4.1	<<	Extensive development of skills in this area may be required

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Abilities		Similarity of Focus Occupation to Associated Occupation: 88			
Focus Occupation: Home Health Aides (31-1011) Associated Occupation: Rehabilitation Counselors (21-1015)					
Associated Occupation's Key Abilities Elements	Average Rating, All Occupations	Associated Occupation's Rating	Focus Occupation's Rating	Evaluation of Focus Occupation	
Oral Comprehension	12.5	15.3	12.0	<<	Extensive improvement in abilities may be required
Oral Expression	12.4	14.5	12.2	<	Some improvement in abilities may be required
Speech Recognition	9.9	14.5	9.8	<<	Extensive improvement in abilities may be required
Speech Clarity	10.2	12.2	10.3	<	Some improvement in abilities may be required
Inductive Reasoning	10.2	11.9	10.0	<	Some improvement in abilities may be required
Problem Sensitivity	11.1	11.9	11.5	0	Current ability level may be sufficient
Written Expression	9.8	11.8	9.4	<	Some improvement in abilities may be required
Near Vision	11.1	11.4	10.6	0	Current ability level may be sufficient

The maximum possible rating is 25.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Activities that Both Occupations Have in Common		Similarity of Focus Occupation to Associated Occupation: 45
Focus Occupation: Home Health Aides (31-1011) Associated Occupation: Rehabilitation Counselors (21-1015)		
Work Activities	Exclusivity of Activity	
Work with persons with mental disabilities or illnesses	62	

Not all positions in these occupations will necessarily perform all of the listed activities. The exclusivity rating is an indication of how unique the activity is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations engage in that activity.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.

Tools and Technologies that Both Occupations Have in Common	Similarity of Focus Occupation to Associated Occupation: 28
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**Focus Occupation: Home Health Aides (31-1011)**  
**Associated Occupation: Rehabilitation Counselors (21-1015)**

Tools and Technologies	Exclusivity
Computers	1
Data management and query software	1
Industry specific software	1
Network applications software	1

Not all positions in these occupations will necessarily use all of the listed tools and technologies. The exclusivity rating is an indication of how unique the tool or technology is amongst all occupations. The maximum rating is 100. High scores indicate that only a small number of occupations use that tool or technology.

Source: Alaska Department of Labor and Workforce Development, Research and Analysis Section analysis of O\*NET (Occupation Information Network) data.